



WELCOME BACK MARIE BRUIN - NEW DIRECTOR FOR WORKFORCE EDUCATION



"We are excited about the return of Marie Bruin as the new Director for Workforce Education at the Washington State Board for Community and Technical Colleges (SBCTC). Marie worked with Centers of Excellence for many years as a Policy Associate with SBCTC and we were extremely fortunate to have Marie assigned as our Center's Lead Associate. Marie has the critical leadership qualities that make a Center Director's job easy. She leads with wisdom, humility, courage, and resilience. She connects and engages

with the people she works with and her intent was always to help people produce positive outcomes. She is the right person at the right time to help us all adapt to the changing environments and the challenges to come."

— Linda Crerar, Director, CoE-HSEM

The role of State Board staff is to work with Centers on implementing their goals and developing their work plans each year and providing assistance and feedback that will help us reach our program objectives and serve the need of our community-technical colleges. Before her new position, she was the Workforce Innovation and Opportunity Act (WIOA) Implementation Manager in the Workforce Initiatives Division at the Employment Security Department. Marie is no stranger to the SBCTC or Workforce Education as she used to be a Policy Associate for the department where she helped provide leadership and coordination for the Workforce in the community and technical college system. Marie has more than 20 years of comprehensive experience implementing and leading strategic Workforce initiatives, organizational change, supporting agency partnerships, and has played a key role in supporting access to workforce resources including registered apprenticeships, programs for youth, and resources for populations facing barriers.

Marie's ability to develop trusting relationships with organizational leaders allows her to become a strategic partner with agency partners as they, together, build solutions to accomplishing both state and federal long- and short-range objectives. She has held numerous leadership positions in the private sector and state government. Marie is a graduate of Advancing Leadership, leadership training for work, service, and life, and the Washington Executive Leadership Academy (WELA).

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COE HSEM SITE REVIEW 2020

October 29, 2020 - The HSEM Center of Excellence hosted the first-ever “Virtual Site Review” by the State Board for Community and Technical College (SBCTC). Each Center is visited once in a three-year cycle to learn how the Center is currently working to understand and improve the relationship between their industry sector and the community and technical colleges. The State Board staff convenes the review team for each site visit and this year’s visits were delayed because of the COVID-19 pandemic restrictions and it was decided to do the normal in-person visit virtually. Our Center was the first to pilot this process.

Centers are a key for meeting the SBCTC system’s goals around economic demand and innovation. Centers are housed on separate college campuses and are charged with continually narrowing the gap between employers’ workforce demand and our colleges’ supply of work-ready graduates with the Center’s industry sector. Pierce College President, Dr. Julie White and Vice President of Workforce, Economic and Professional Development, Jo Anne Baria were part of the site review, where SBCTC’s workforce policy staff representatives, two

representatives from the Workforce Education Council (WEC), along with a representative from the Instruction Commission made up the review team. The review process involved a presentation from the Director and three concurrent breakout sessions with HSEM Center advisory board members, college administration, and Center staff.

The WEC representatives were Herman Calzadillas from Everett Community College and Jaclyn Jacot from Spokane Colleges, and Dr. Steven Thomas from Peninsula College representing Instruction Commission. Our Advisory Board was represented by our Co-Chair Curry Mayer, Director for the Emergency Management City of Bellevue; Shane Moore, Catastrophic Planner, Emergency Management Division Washington Military Department; Lorraine Churchill, Emergency Manager, Ammonia Safety & Training Institute; Lit Dudley, Region Emergency Manager, WA State Dept. of Transportation and Darren Linker, Director, Occupational Safety & Health / Emergency Management, Edmonds College / Pierce College.

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The Review Team held a private debrief session where they discussed what they had learned from the Director's presentation and breakout sessions. After the debrief, we reconvened for a brief report out of the Review Team's commendations and recommendations. SBCTC Policy Associate, Peter Guzman, said that the Site Review went very well, and our final report will include:

Commendations:

- Equity, Diversity, and Inclusion - They liked how our initiative/activity aligns with the SBCTC and Pierce College's mission/goals.
- Impressed with the digital innovation - reaching out through animations, podcasts, Confluence (newsmagazine), our digital literacy, and digital innovation.
- Strong relationships - With the College, Advisory Board, and staff. Relationships feel authentic and not surface. Very in-depth.

Recommendations:

- Stay the course with EDI work - keeping working towards that goal. Broaden diversity within Advisory Board and staff/hiring.
- Encourage industry on EM services - Common language/understanding within the field. Commonality language in job description and education.
- Finalize common course for CJ - This recommendation will be modified as Linda clarified with the site review team the current status of the CJ common course initiative and the setbacks that have occurred from workforce councils and pro-tech councils in regards to common course numbering.

We thank the Review Team, Pierce College Administration, and our Advisory Board Members, and our staff for their contributions to our successful Virtual Site Review.

The review team is provided with the current year's work plan and quarterly updates, the core expectations for the Centers, the Director's Presentation prompt, a set of suggested conversation starters, and the final report from the most recent review. For this site review, we provided a presentation that included five animations that went over core purposes and focused on our engagement and alignment with the CTC system and industry sector, along with our outstanding practices, collaboration among Centers of Excellence, and work in diversity, equity and inclusion.

Site Review #1:

https://youtu.be/HdUMj_cWgdc

Site Review #2:

<https://youtu.be/ap0bB2ukLR4>

Site Review #3:

<https://youtu.be/hEACe6njGtg>

Site Review #4:

<https://youtu.be/oMzCpNxxc1w>

Diversity, Inclusion and Equity:

<https://youtu.be/oJHrmjwJUbo>

CONGRATULATIONS TO THIS YEAR'S RISING STARS! - BRANDI HUNTER, TOYA MOORE, AND JULIE JEFFERSON



RISING STAR AWARD

The Center of Excellence – Homeland Security Emergency Management has always focused on student success and helping people to positively change the trajectory of their lives and who have demonstrated excellence in their professional endeavors working for the advancement of people in education and public service. Each year, it is an honor to recognize outstanding award winners with our Rising Star Award for their accomplishments and contributions to the Center,” said Linda Crerar, Center Director.

This year’s Rising Stars are Brandi Hunter, Toya Moore, and Julie Jefferson. These women are emerging leaders in their respective fields whose records reflect ongoing and exceptional growth in their contribution to the profession and increasing levels of leadership and responsibility. The following interviews will introduce you to this Year’s Stars and the organization and people who nominated them.

BRANDI HUNTER: EDUCATIONAL & OUTREACH COORDINATOR (CENTER OF EXCELLENCE – HOMELAND SECURITY EMERGENCY MANAGEMENT)



“Brandi Hunter is a standout star. As a recent graduate of the Homeland Security Emergency Management (HSEM) degree program at Pierce College, Brandi is a person who acts when opportunities appear. I reached out to Brandi on LinkedIn about an internship position at the Center of Excellence for HSEM and Brandi responded immediately. When we talked it turned out she had the qualifications and skills we needed to serve as an Educational & Outreach Coordinator for the Center. Her enthusiasm and experience in reaching out to vulnerable communities to inform and educate people about career opportunities in

the all-hazard emergency career fields were inspiring. Her insight and energy are a wonderful addition to the Center’s staff.”

*– Kellie Hale, Program Manager for the
Center of Excellence – HSEM*

What drew you to the HSEM field?

Around a decade ago, my father suggested that I investigate the HSEM program at Pierce College and informed me that this field was going to be a high demand career pathway. However, I disregarded his push and proceeded to do other things. It was not until the end of 2018 that I chose to pursue a degree in HSEM. Once I began to take my first two quarters in the program that I was drawn in. When I learned about how vulnerable populations are often excluded from emergency planning and the repercussions that these communities face after a disaster occurs, as a result of poor planning, I felt compelled to become a part of that solution within HSEM.

Did you enjoy your time in the HSEM degree program? Do you plan on pursuing a BAS in HSEM?

I did enjoy my time in the HSEM degree program. I made some great connections with my classmates and my professors were not only knowledgeable and supportive, but

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I consider them mentors even now after I have graduated. As for pursuing a BAS in HSEM, that is something I am still mulling over. I want to make sure that I am making the right decision as it pertains to my education and career path.

Who inspires you?

My family has always inspired me from day one. But it is my father that inspires me. He is an entrepreneur, he's driven, and he has always motivated and supported me to make something of myself even to this day. Outside of my family, it is my mentors that inspire me. The fact that they care about me as a person, make themselves readily available to help, are passionate about what they do, and are great examples of leaders, inspires me daily to better myself personally and professionally.

You are the founder of Aspiring Emergency Managers Online (AEMO). Tell us about how you came up with AEMO and why? What is your overall goal for this organization?



The concept of AEMO began at the beginning of this year around January. But the premise behind AEMO was not birthed until June. I came up with the concept when I was searching for mentors that were in the emergency management field. I wanted to learn more about the field on my own, outside college studies.

I joined an emergency management Facebook group and found at first it was inviting, and members were eager to answer any questions that I had. But things took a turn when I noticed that members of the group were not so inviting to aspiring emergency managers like myself. An aspiring emergency manager is one who looking to get into the field of emergency management. The messages and attitudes were off-putting and made me question if this was the right career to get into. That drove me to think of a resource that was meant for aspiring emergency managers to utilize to find jobs, learn about other industries within emergency management, find mentors, and overall become job-ready and a competitive applicant.

I mulled over this idea more when the COVID-19 pandemic began shutting down businesses, schools, and a shelter-in-place was put in place. By June I had an "ah-ha"

moment and decided to start a group on LinkedIn because I found the social media platform to be more supportive and professional. With those factors, I established the Aspiring Emergency Managers Online group on LinkedIn. The vision is to empower aspiring emergency managers to discover and pursue a path to a fulfilling career in emergency management so that they can establish their own marks on the world. I am extremely proud of this community as it has helped our aspiring emergency managers to land jobs as EMs and obtain internship opportunities.

What do you hope to get out of working with the Center of Excellence – Homeland Security Emergency Management?

The Center is doing great things when it comes to outreach efforts in the community by promoting pathways in HSEM. What I hope to get out of working with the Center is to create an awareness in Washington State's K-12 and the higher education institutions of the HSEM field and the programs that offer HSEM degrees with our collaborating colleges.

You said that your goal is to "one day ensure that vulnerable communities truly receive equal treatment and opportunities before, during, and after a catastrophic event." Why is it important for educators and professionals in HSEM to understand the need for diversity, inclusion, and equity within education and the industry?

This aspect is important because our vulnerable communities need to have faces that represent them at the end of the day when it comes to emergency planning to ensure that such communities and populations are resilient after a disaster. When we talk about the "whole-community" approach in HSEM, whether that be within education or the industry, this concept must be taken into consideration so that people are not being excluded in disaster planning, response, and recovery efforts based on biases, ignorance, and negligence. FEMA even states that the whole-community approach is effective when "working together, everyone can help keep the nation safe from harm and help keep it resilient when struck by hazards." We must have people who are from these communities advocating for their equality when it comes to emergency management.

Which has been more valuable in your career, your education, or your experience?

My experience. I say that because after I have completed my education and retired, I will still have my experience.

What are your long-term career goals?

My long-term career goal is to continuously help and boost the trajectory of other's education and careers in HSEM. My goal will always be to help people achieve their own goals.

TOYA MOORE, M.ED., AHI, CHT, RMA, CCMA

DIRECTOR OF ALLIED HEALTH AND CMA PROGRAMS (SEATTLE COLLEGE)



“Toya has done incredible work in her role as the Medical Assisting Program Director at Seattle Central College. She successfully transferred the program from Seattle Vocational Institute (SVI) when it closed down to the Health Education Center (HEC). She put incredible effort to revise the curriculum, expanded her TAC board to be inclusive of multiple stakeholders and the community, and went through years of data during the reaccreditation process. Not only has she handled all the administrative aspects of the program, but she has also developed course content, taught MA courses, further developed the partnership between Seattle Central and Kaiser Permanente to provide students a full-ride scholarship, and led the charge to develop a MA apprenticeship program. Additionally, she worked to lower the cost barriers for students through revising the program to be completed only four quarters and eliminating the fee for students to take their certification exam. Her hard work has lifted the MA program to higher caliber for her students, the college, and the community.”

*– Francisco Ramos, Spec., Outreach,
Seattle Central College*

Who inspired and mentored you along the way and how did they shape the person you are today?

I have been blessed with awesome teachers throughout my life. From kindergarten to high school and into my higher education pursuits. I cannot give credit to just one, but Dr. Joe Fagan was my mentor for 15-years. He was the grant writer and the head of the Psychology Department for Case Western Reserve University. It was an awesome experience

and it made me want to be the best that I could be for people.

What were the lessons you have learned from your education and experience and how have they helped you in your work and life?

Big lesson that I have learned is to really step outside of myself and receive what is in front of me at the moment. What I mean by that is as planners, as educators, we tend to think of how things are supposed to go. The lesson I have learned is that you can have a vision, but that vision may not be the one that is right for the moment and the people that you are servicing. Another big lesson I have learned is to really listen. Throughout my education process, throughout being an instructor, and throughout being a director, listening has such a key factor in my plan according to needs. This ranges from the needs of your students to instructors, along with the needs of the college. Listening actively has really been one of the biggest lessons and skills that I have developed over the years. Because it is not about me, it is about how I can help the need that I am hearing from others.

The Medical Assisting profession chose me in 1994. My field experience includes CRRT (continuous renal replacement therapy) – ECMO (extracorporeal membrane oxygenation) at Cleveland Clinic Intensive Care, Pediatric and Adult Trauma Unit at University Hospital Emergency Department, hemodialysis out-patient, Nephrology Intensive Care, Gerontology, Oncology, Labor & Delivery, Member Service Representative, Hospital Patient Advocate, Wound Clinic, HIV/AIDS Clinic, Surgery Unit.

I earned my Associate from Cuyahoga Community College, where I participated in Bridges to Success in the Sciences. The Bridges program exists to assist minority students in obtaining a degree in the sciences. It was in the Bridges program that I was introduced to the research that supports EBP (evidence-based practice). I earned my bachelor's in psychology from Cleveland State University. I continued to work in hospitals while earning my degree. I also worked in a Psychology research lab at Case Western Reserve University for 15 years under the mentorship of Dr. Joseph Fagan. I earned a master's degree in Adult Education from Cleveland State University.

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The combination of patient care and knowledge of EBP inspired me to deliver in the classroom. I became a Certified Allied Health Instructor for Medical Assisting. I wanted students to be prepared to assist the medical team and the patients they serve. The classroom led me to become a Program Director for Medical Assisting. My desire to direct correlates with my desire for students to be prepared. I am passionate about the career of Medical Assisting. For students to be prepared, they are required to be enrolled in a program that is not only compliant but

engaging and inspirational as well.

It is my responsibility to my students and faculty to remain current. I am an engaged Director to ensure that our program provides students and faculty with the curriculum, policies, practices, and equipment required to graduate great MAs to serve our communities. As a life-long learner myself, I give my students and program the same energy I give a patient depending on my skill, compassion, empathy, and knowledge. I love what I do.

JULIE JEFFERSON

COMMUNICATIONS DIRECTOR (LUMMI INDIAN BUSINESS COUNCIL)

Julie Jefferson exemplifies a student that has overcome many obstacles and demonstrated great determination in pursuit of her higher education degrees. With three grown children and five grandchildren, Julie applied to enter our University of Washington graduate degree program in the fall of 2019. Julie was only through half of her first year in the University of Washington Master of Infrastructure Planning and Management degree when the largest pandemic in our lifetime hit the world early this year.

Julie in her role as the Communications Director for the Lummi Business Council is in a crucial position to ensure that members of her community receive the public information updates needed to keep them safe from covid-19 exposure. Her responsibilities as Communications Director for the Lummi Indian Business Council means that she is responsible for communications sent to the tribal council, the general council (enrolled tribal membership), the community, and the press.



The Lummi Nation, as a self-governing tribe, is the third-largest tribe in Washington State with over 5,300 community members covering 13,500 acres of uplands and 10,500 acres of tidelands with a perimeter of close to 27 miles. Native American communities are some of the hardest-hit communities in terms of fatalities across the

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of this, Julie has continued to pursue her graduate degree and is scheduled to graduate on track from our graduate program in August 2020.

"She has recently been chosen to represent our program in the UW College of Built Environments newly formed Student Advisory Group. We feel fortunate to have Julie as a strong leader and advocate for the emergency management community enrolled in our program."

- Wendy Freitag, Academic Services Director, University of Washington Department of Urban Design and Planning

What drew you to the emergency management and community field of study?

I feel that a couple of things have brought me to my path. My current position is the Communications Director for the Lummi Tribe and in the position, I work with the emergency management team, along with the emergency preparedness team to prepare for winter storms. I also work with the teams to prepare for disasters. In that work, I have seen and not seen enough work being done. I feel that there is so much more to be done and I have had the opportunity in my position to bring in more emergency preparedness and go out to seek different training opportunities on my own. I look at my community, we are a nation within a nation, and being able to provide for our people. Our community is very reliant on our government to make sure that we are protected.

What do you think are the key leadership skills that are important for you and others to bring to communities?

In my community, directly, one of the big things is being able to talk to people and sharing the information in a way that they understand. Continuous updates. Continuous drills. Continuous training opportunities. The thought of preparedness and the thought of management needs to be at the forefront to show its importance and I think being able to bring that to the community and speak to them in a way that allows one to come in to bring that information. It is definitely a lot about relationships. The biggest piece is the relationships with the community but another big piece, especially in our area, is the local, state, and federal partners. Those relationships are still being built here in Lummi. There has been growth over the last several years but there is a lot more to go when it comes to making sure that in an event of an emergency, that we have those working relationships. We want them to know whom they are talking to and that they know us to help better understand the needs of the community.

At a young age I had the opportunity to volunteer for Disaster Relief following a Category IV Hurricane on the Gulf Coast. Since then I moved to the Pacific Northwest and have had opportunities to work with the Safe Streets program while attending Western Washington University. While a student at Western Washington University (WWU)

in a Political Science course each student had a community project assignment to complete. I chose to use this opportunity to bring awareness to the dangers for pedestrians on a main road on the Lummi Reservation, showing the loss of lives, the risks, and the need to address safety for pedestrians and vehicles. I have worked in positions that have allowed me direct contact with the community and surrounding communities to hear and understand their needs and concerns.

Most recently I have served as the Communications Director responsible for several communications including emergency preparedness and COVID-19 news, updates, and safety protocols. As the communications director, I serve as a team member on the Emergency Preparedness team and Emergency Management team. I have attended an array of training prospects and completed certifications related to Emergency Management, Emergency Preparedness, CERT training, CERT Trainer, and HAM Radio Technician License to better serve the community in the event of a Natural Disaster. In this capacity, I have observed the need for continued work on better preparing the community in the event of a larger crisis, hazard/event, and protecting our families, neighbors, and all within our greater community. My experiences, passion, concern for others and our future led me to enroll in the University of Washington's Master of Infrastructure Planning and Management degree to gain experience and build upon my knowledge to continue to serve rural and urban communities. My expected graduation date is approaching, and I look forward to furthering opportunities to serve both my community and surrounding communities.

